

## **CIVIL RIGHTS**

### **DIVERSITY EMPLOYMENT PLAN - OCR (Initiated in FY-2000)** **(PROJECT 7122000)**

**Description of Service:** Activities supported by this project will promote partnership opportunities with various stakeholder groups. This project will target outreach and recruiting efforts to enhance diversity in employment and career development.

**Basis of Charge - Automatic Monthly:** Costs are billed to operating units and bureaus based on their share of the Department's FTE.

### **MSI INITIATIVE - OCR (Initiated in FY-2001) (PROJECT 7151000)**

**Description of Service:** This project conducts corporate outreach efforts at Minority Serving Institutes (MSIs), Hispanic Serving Institutions (HSIs), Historically Black Colleges and Universities (HBCUs), and Tribal Colleges and Universities (TCUs). Participates in conferences at MSIs and conducts MSI Conferences. Develops, implements, and monitors comprehensive MSI policies, procedures, and programs as related to the Department's mission and its bureaus.

**Basis of Charge - Automatic Monthly:** Costs are billed to operating units and bureaus based on their share of the Department's FTE.

### **CULTURAL AWARENESS (PROJECT 7155000)**

**Description of Service:** In accordance with the Public Law, the President annually directs Federal agencies to recognize and acknowledge contributions made by minorities, women, and disabled persons. Managing this changing workforce requires programs and activities to promote and foster an environment that appreciates diversity, respects cultural similarities and differences, and acknowledges the principles of equal opportunity. This project was established to develop, in cooperation with operating units, appropriate cultural diversity training programs, observances, ceremonies and special activities. Reasonable accommodations, such as sign language interpreting, are provided in this project.

**Basis of Charge - Automatic Monthly:** Costs are billed to operating units and bureaus based on their share of total FTE in the Herbert Clark Hoover Building.